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# Older Worker Resource Guide, 2010

Maine Department of Labor

Bureau of Employment Services

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## Older Worker

## Resource Guide

Information for:

Workers Over 55  
Seeking Employment

Employers Seeking  
Experienced Workers

**CareerCenter**  
The Maine Employment Resource

## Employers...

Hire a workforce  
with experience

Older workers have the skills your business needs to remain competitive.

Hire an older worker and you'll profit from their:

- Enhanced job skills
- Desirable work ethic
- Versatile employment experience
- Productive attitudes
- Sharp communication skills
- Dependability
- Loyalty



One-half of the U.S. population is 50 years of age or older.  
Source: U.S. Bureau of Labor Statistics

## Workers over 55...

Find a job or  
start a new Career

As an older worker, you have a lifetime of skills and experience to offer businesses.

There are many reasons for you to consider working past traditional retirement age:

- Find personally fulfilling work
- Need extra income or health benefits
- Enjoy connections at work
- Stay active

Nearly 80% of baby-boomers expect to continue working past traditional retirement age.

Source: AARP



## Resources

AARP Maine  
Toll-free 1-866-554-5380

Goodwill Industries of Northern New England, at Portland CareerCenter(SCSEP) (toll-free) 1-800-224-5891 x 460

Maine Centers for Women, Work and Community  
1-800-442-2092 [www.womenworkandcommunity.org](http://www.womenworkandcommunity.org)

Maine Office of Elder Services, Senior Community Service Employment Program (SCSEP)  
Contact: Jim McGrath, (toll-free) 1-800-262-2232  
TTY 1-800-606-0215

National Able Network, SCSEP  
Contact: (toll-free) 1-800-655-6073

Older Worker Committee of the Maine Jobs Council  
Toll-free 1-888-457-8883  
TTY 1-800-794-1110

Seasoned Workforce Program  
Contact: Dave Tomm  
[www.seasonedworkforce.com](http://www.seasonedworkforce.com)

University of Maine Center on Aging  
Contact: 1-866-385-8124

## Seasoned Worker Navigators

Aroostook County - Stanley Targonski  
(207) 760-6300  
[Stanley.targonski@maine.gov](mailto:Stanley.targonski@maine.gov)

Washington County - Dodie Emerson  
(207) 255-1900  
[Atrica.s.emerson@maine.gov](mailto:Atrica.s.emerson@maine.gov)

Hancock, Piscataquis, Penobscot Counties- Jane Black  
(207) 974-3205  
[jblack@emdc.org](mailto:jblack@emdc.org)

Androscoggin, Oxford, Franklin, Kennebec, Somerset Counties -Cindy Johnson  
(207) 513-0214  
[JohnsonEmploy@aol.com](mailto:JohnsonEmploy@aol.com)

Waldo, Knox, Lincoln, Sagadahoc, Cumberland, York Counties - Kerry Kenney  
(207) 615-9428  
[Kerry.Kenney@goodwillnne.org](mailto:Kerry.Kenney@goodwillnne.org)

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.

## Resources for Older Workers

The CareerCenter and the Senior Community Service Employment Program can help you find new work or get the training you need to keep your skills up to date.

At the CareerCenter you can:

- Find a better job or new career
- Get information on training and education
- Use the computers, FAX, copiers and telephones for employment-related purposes
- Receive individual assistance
- Be connected with the Senior Community Service Employment Program

The Senior Community Service Employment Program

- Assists seniors age 55 and over
- Provides paid work experience and training
- Bases eligibility on income

## Common Older Worker Myths

**MYTH:** *You can't teach an old dog new tricks.*

**REALITY:** Older workers have better study attitudes and more accumulated experience than younger workers. The fastest growing group of Internet users is people over 50.

**MYTH:** *Older workers are not as productive as younger workers.*

**REALITY:** Overall productivity does not decline as a function of age. Productivity can actually rise due to greater worker accuracy, dependability and capacity to make better

on-the-spot judgments. Older workers' production rates are steadier than those of other age groups.

**MYTH:** *Older workers don't care about the success of their employer.*

**REALITY:** A 1995 survey of hiring managers reported that older workers were more quality conscious and had a firmer dedication to their jobs, product, services, and employers than younger workers.

Source: American Business and Older Employees. AARP. Washington DC: 2000; Bureau of Labor Statistics



Steve Wing  
CVS Corporation

"Older workers are important to the development of a diverse workforce, which helps in serving a diverse customer base that includes many older people. They serve as role models for younger people and excel in such areas as customer service."

## CareerCenter Helpline

1-888-457-8883 or TTY: 1-800-794-1110

[www.mainecareercenter.com](http://www.mainecareercenter.com)

## Resources for Employers

The CareerCenter and Senior Community Service Employment Program provide services to assist you in hiring older workers:

- On the Job Training (OJT)
- On the Job Experience (OJE)
- Referrals of screened candidates
- Resources to help train your workers
- Assistance from professional staff in response to your business needs

The Senior Community Service Employment Program:

- Assists income-eligible seniors age 55 and over
- Provides paid work experience and training

Services of the CareerCenter and the Senior Community Service Employment Program are provided to employers and jobseekers at no cost.

For more information, contact the CareerCenter or one of the resources listed on the back of this brochure.

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